

---

# LEADERSHIP BIRMINGHAM

## Class of 2022 Program Information

---

**Welcome to Leadership Birmingham!** Leadership Birmingham is the name of both the organization and our flagship program that educates leaders about current issues and challenges in our region to inspire, challenge, and motivate you to action to strengthen and improve Greater Birmingham.

The nonprofit, non-partisan Leadership Birmingham organization began in 1982. A group of Birmingham's business, community, and civic leaders knew that our city's future depended upon a more knowledgeable, diverse, and connected network of transformational leaders. They worked to create an organization that would bring diverse leaders together to debate and discuss our region's issues, strengths, and challenges in a way that fostered long-lasting and beneficial relationships. Our founders surmised then that Leadership Birmingham could have impact far beyond the group of individuals and organizations represented in each class.

Those leaders were right. Since the first class in 1983, the 1,600+ Leadership Birmingham graduates positively impact our region and make Greater Birmingham a better place to live, work, and play. Leadership Birmingham remains a unique forum where top leaders work together and focus on the future of Greater Birmingham. **You** are a member of the Class of 2022, and you are part of the 39<sup>th</sup> class to go through Leadership Birmingham.

### THE PROGRAM

The Leadership Birmingham program consists of an opening retreat in September, eight monthly program days from October through May, and a closing retreat in June. The program days, designed by Leadership Birmingham graduates, staff, and experts, will expose you to our area's critical issues in education, economic development, justice, local and regional government, health, diversity and inclusion, human services, and quality of life.

All program days are on the second Thursday of the month and last from 7am to 7pm. (This year, the exception is November's Economic Development Day which takes place Thursday, November 4 to avoid the Veterans' Day holiday). During each program day, you will experience over 20 topic experts, and you will visit 3-4 different locations.

### AGENDA

You will be sent a detailed agenda via Slack and email approximately one week prior to the program day. The agenda will also be posted on the Leadership Birmingham website. The agenda will include all times, locations, addresses, phone numbers, and speakers for the day.

### ATTENDANCE

***The impact of Leadership Birmingham depends directly on your engagement and attendance.*** You will benefit most if you attend every session of every program day. If you miss more than two full program days or 24 hours, you will be asked to withdraw. We count all absentee hours, and 12 hours is considered one day. Please track your attendance (we will too). If you need to leave at any point during the day, let Susan Cash know ahead of time, and then check out with Libba Vaughan when you leave. If you must miss a day for any reason, **let us know by Tuesday prior to the program day (see meals).**

## **DIALOGUE AND CONFIDENTIALITY**

We encourage and foster openness of discussions. The program is built around dialogue with your classmates and presenters, many of whom have different perspectives from you. We often discuss sensitive issues. To help ensure that presenters and participants speak candidly, we have a policy of non-attribution: participants are free to use the information received and shared, but neither the identity nor the affiliation of the speaker or of any other participant may be revealed. All Leadership Birmingham sessions are also closed to the press and considered “off the record.” All speakers know to expect challenging questions from your class through a civil context.

## **ATTIRE**

The attire for all program days is business casual. Attire for opening and closing retreats is casual.

## **HOW WE GET AROUND**

We usually leave our cars at a public parking deck near our end-of-day location and **travel by bus** for the remainder of the day. Unless necessary, do not travel in your own car during the day. Being with your classmates on the bus gives you an opportunity to visit and allows group travel activities. When we are leaving a site, board the bus as quickly as possible and wait to use restrooms at our next destination. If the bus should leave you, someone will stay behind for a few minutes with a car. But the bus WILL leave you.

## **MEALS**

We serve breakfast, lunch, and heavy appetizers and drinks at the end of the day. Notify us of allergies or dietary restrictions and we will accommodate. All meals are hosted by businesses or paid for by Leadership Birmingham. For our planning purposes, it is essential that you let us know by Tuesday of program week if you will miss any meals.

## **SUSTAINABILITY**

Leadership Birmingham strives to create as little waste as possible as we move across the city to multiple locations and consume 110 meals and many snacks and drinks each program day. To that end, we do not purchase plastic water bottles, we recycle aluminum and paper, and we work with and encourage caterers who use compostable or recyclable serving supplies. Please lead by example by bringing your own reusable water bottle, recycling your drink cans and paper in containers provided, and reduce your use of non-recyclable items whenever possible.

## **HOW WE COMMUNICATE / HOW TO GET INFORMATION**

All communication from the Leadership Birmingham office will be via email and Slack (<https://slack.com>). You will be invited to the Class of 2022 Slack channel. Susan Cash will send you the invitation and will show you how to use Slack.

As a Leadership Birmingham class member, you now have access to the Leadership Birmingham website and alumni database. To find your class members' contact information or search the 1,600+ alumni, along with a lot of other information, visit our website at [leadershipbirmingham.org](http://leadershipbirmingham.org). To create your login, click the “sign in” button at the top right of the home page, and then click “lost password.” Enter the email we have for you on file to receive a link to create a password. Program day agendas can be found on the website under the calendars tab.

## **MOBILE DEVICES**

Texting, emailing, or using a phone on Leadership Birmingham program days reduces personal interactions, removes you from the action, annoys your classmates, and is disrespectful to our speakers. While we do not ban cell phones, please limit your use of them to breaks. Put them away during presentations.

## **GRADUATE ATTENDEES**

While no visitors are generally allowed during Leadership Birmingham sessions, we will have a few graduates from time to time. They are chairs or moderators or graduates who are "revisiting" a day they missed during their year. Every effort is made to keep the number to a minimum so as to intrude as little as possible on your group. You will be told when anyone that is not in the class is in the room.

## **CAUCUS**

The last hour of each Leadership Birmingham program day will end with caucus. This is for class members only to discuss and process what you learned, heard and witnessed during the day. Caucus is a vital part of the program and is often the most inspiring discussion of the day. It is a time for your voice to be heard and for you to listen to your classmates. ***Your presence is important and required.***

## **STUDY GROUPS**

You will be assigned to a small group of 8-9 people at opening retreat. The purpose of study groups is to enable you to discuss program topics and get to know a smaller group of your classmates in an informal setting. Plan to meet each month at dates of your own choosing, preferably in your group's homes. After the first of the year, your study group will work to develop a project that you present at the closing retreat.

## **EVALUATIONS**

You will receive an evaluation form or survey link for each program day. Help us know what is good and what can get better by completing the form or link. Thank you!

## **STAFF**

Four Leadership Birmingham staffers will be with you every day throughout the year:

Libba Vaughan – Executive Director  
Susan Cash - Program Director  
Kaye Emack - Logistics Coordinator  
Julie Bratton – Logistics Assistant

## **More About Leadership Birmingham**

Leadership Birmingham believes that knowledge is the first step to solving our region's most critical issues. Thus, each year, we convene approximately 50 influential area leaders, and they each invest significant time over ten months learning about our region's challenges and working together to find and implement solutions.

Class members represent the corporate, small business, community, civic, creative, nonprofit, healthcare, judicial, government, religious and academic institutions, sectors, and communities. They learn about our area's critical issues in education, economic development, justice, local and regional government, health, diversity and inclusion, human services, and quality of life from over 100 local experts through intensive program days and retreats.

These leaders exchange ideas, expand their awareness of regional issues, and activate their power to create meaningful civic change. Most importantly, many graduates develop lasting relationships and work together to address local challenges.

Graduates join the Leadership Birmingham Members Association, a group of over 1,600 alumni who collaborate to continue the education and networking of the class.

Our flagship program for high school sophomores and juniors, Youth Leadership Forum (YLF), is designed for younger leaders across Jefferson County, Alabama. Similar to Leadership Birmingham (and created by a Leadership Birmingham study group from 1984), YLF exposes a group of diverse students to regional challenges and also teaches leadership development, civic responsibility, time management skills, and college readiness and preparation. For more information on YLF and how your high school sophomore or junior can apply, please visit [ylfbham.org](http://ylfbham.org).

For each Leadership Birmingham and Youth Leadership Forum class member, our goals are to extend their resources and abilities to solve problems, broaden their perspectives, and expand their knowledge about our community's key issues to become more involved and effective leaders.